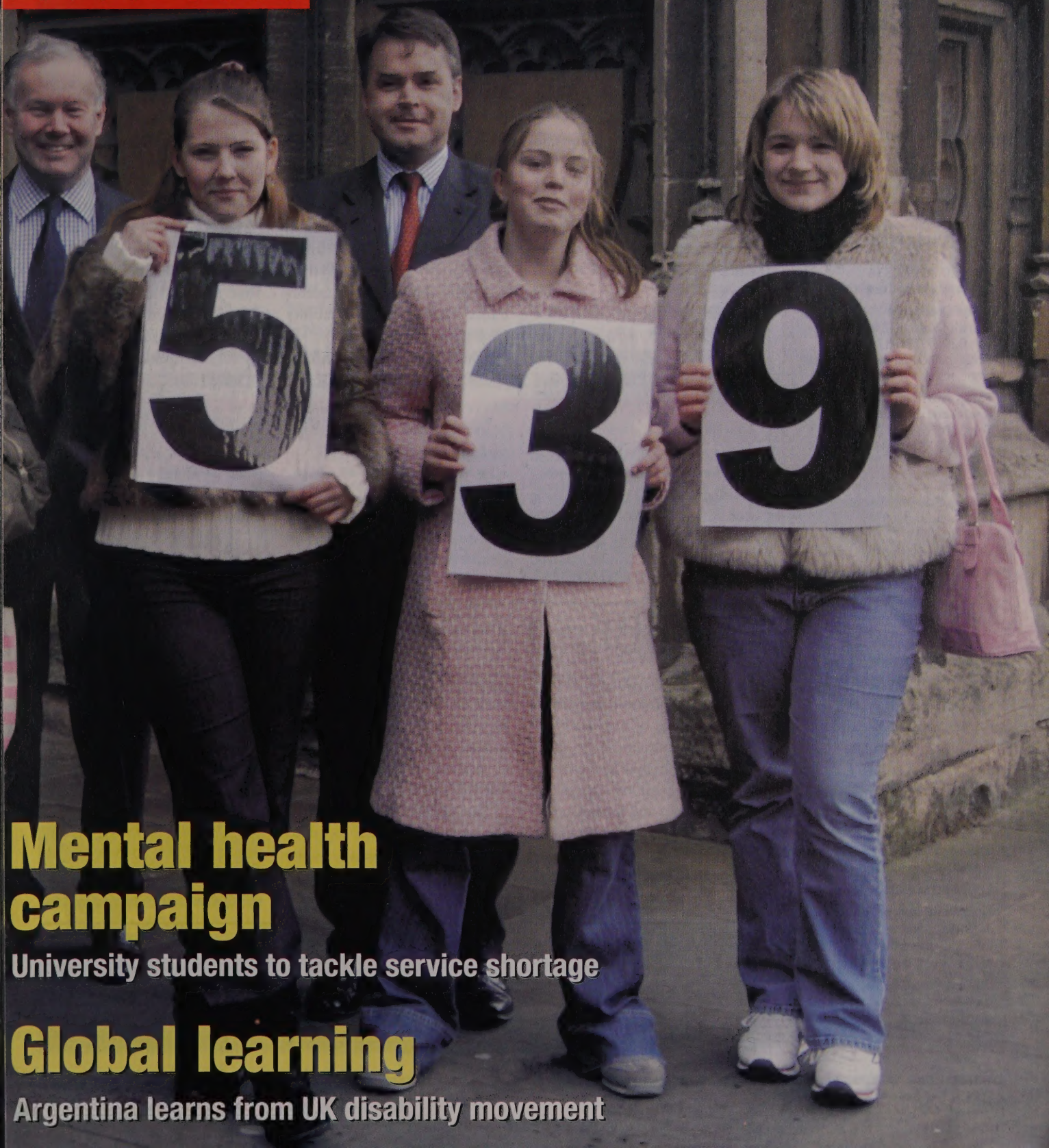


DN EXTRA

March 2005

Young carers' call

Early Day Motion 539
demands more support



Mental health campaign

University students to tackle service shortage

Global learning

Argentina learns from UK disability movement

DN EXTRA...

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Mental health call

A soaring number of university students have mental health problems but are not being supported in their colleges, according to the National Union of Students (NUS).

At the annual NUS students with disabilities conference last month, students agreed to launch an awareness campaign, which will involve giving out leaflets on campuses and demanding that universities establish proper support systems for people.

A motion on the issue said over one million students will have mental health problems within the next year, due mainly to financial worries and exam pressure, yet many universities have inadequate health services.

Author of the proposal, Flick Cox (pictured left), of the University of Lancashire, said: "Waiting lists to see counsellors



can be over three weeks long – a sign these problems are not taken seriously."

"Lack of financial support and knowledge are to blame," she added, saying that union disability officers must lobby universities to revise their mental health policies in accordance with the Disability Discrimination Act (DDA).

There were also concerns about Seasonal Affective Disorder

(SAD), which only affects people a few months of the year and is therefore not covered by the DDA.

Stephen Brown (right) of Wolverhampton University said: "There are days I am affected so deeply that I can't get out of bed. It's not that I'm lazy. It's not that I don't care about my friendships or my work."

Light boxes, a form of therapy for SAD, should be installed in universities, he said.

More generally, students demanded that a revised DDA should apply to people with HIV from the point of diagnosis. This would, they said, ensure they were protected in areas that could "seriously affect standards of living", including employment, education and access to services.

ALSO AT THE CONFERENCE...

University leaders were called on to help lobby the government to increase financial support for disabled postgraduate students. The undergraduate disability student allowance (DSA) can be up to £11,500 per year, while Masters' students receive only £5,000.

Following discussion that university sports do not include disabled students, it was agreed NUS officers will push for wheelchair sports and a "sympathetic atmosphere" to encourage participation in mainstream sport. Recreation centres would also need to be made accessible.

Deafblind concerns

The charity Sense has found that 20 per cent of local authorities have no record of any deafblind people in their areas.

The results come as the charity criticises poor monitoring of their existence and inconsistency in provision of support services.

Sue Brown, head of campaigns and public policy at Sense, said: "We are worried about the

number of councils who have not identified any deafblind people, because these people are really isolated and can't communicate or get out the house or even watch TV or listen to the radio."

She added: "These councils are leaving themselves open to legal challenges, especially as disabled people are becoming more aware of their rights."

DN is looking for green fingered readers to reveal their blooming secrets for making their garden grow. Our May issue will publish your tips and stories about all sorts of projects from garden redesign to repotting. Don't forget to include any new easy-to-use tools you have discovered. Post your ideas to the address opposite or email editor@disabilitynow.org.uk

On the cover: Fourteen-year-old Jade Attenborough (far right) supports Early Day Motion (EDM) 539, which calls for better support for young carers and their families. As a carer of her disabled father in Torbay, she attended a parliament meeting last month on the issue. She told *DN Extra*: "I told politicians there are many carers who need better training to understand their parents' illnesses and that we have teachers who aren't very understanding if we don't do our homework."

Cannabis grandma challenges Blair

DN EXTRA EXCLUSIVE

A disabled grandmother awaiting sentence following a conviction for using cannabis has called on Prime Minister Tony Blair to tolerate its medical use.

At the annual conference of the Legalise Cannabis Alliance (LCA) last month Patricia Tabram showed *DN* a letter sent to Mr Blair. It outlines why she prefers to ease pain caused by several disabilities with cannabis rather than NHS medication that she says has too many side-effects and has made her more ill.

In reply, Downing Street said it was a matter for the Department of Health and has passed the letter on. A spokeswoman told *DN* no further comment would be made.



Mrs Tabram said: "When it suits Mr Blair, he will take on responsibility for other departments but he does not want to do this because it is such a political hot potato."

At the conference she also finalised her plans to stand in the general election on the issue. Although living in Northumberland, she will stand in Neath, Wales, near to where six other LCA candidates will stand.

Tribunal triumph

A blind woman is expected to get a six-figure compensation package after winning an unlawful discrimination case against her former employers J Walter Thompson Group (JWT), her lawyers have said.

Sue Williams, an IT developer, resigned from the advertising agency in 2001 because, she said, her work was not challenging enough.

Appropriate computer software was not provided, nor were other staff members trained in disability awareness, she claimed.

Miss Williams was personally hired by the company's chief executive and, according to her solicitor Arpita Dutt, this meant no formal recruitment procedures were used that can ensure new employees receive proper support.

"They felt it [job offer] was a goodwill gesture – that they were giving her a chance," Ms Dutt said. "The issue is that they appointed her and then it backfired."



Miss Williams won an employment tribunal but JWT had the ruling overturned. The decision was reinstated at the

Court of Appeal last month. An announcement on compensation is due over the coming months.

She said: "The trouble is they've never thought they did anything wrong. This last judgement is a kick up the backside."

A JWT spokeswoman said: "We've learned a great deal from this. We've learned from our mistakes and we know this can never happen again."

Crossrail Bill deposited in Parliament

On 22 February the Secretary of State for Transport introduced the Crossrail Hybrid Bill into Parliament.

The Bill would authorise the construction of Crossrail, a new cross London rail link. Crossrail would use the existing railway corridor between Maidenhead and Paddington in the west, with a link to the existing railway to Heathrow. It would continue from Paddington in new twin tunnels under central London before splitting into two branches. The first would surface at Custom House in the east, then pass under the River Thames at Woolwich before

continuing on the existing North Kent Line to Abbey Wood. The second would surface at Pudding Mill Lane near Stratford in the northeast and continue using the existing railway corridor to Shenfield.

Plans and Sections, with a Book of Reference along with an Environmental Statement and Non-Technical Summary of the Statement are available for public inspection and sale at the offices of Cross London Rail Links Limited at 50 Broadway, London SW1H 0RG, and some council offices. Some local libraries along the route also have copies for inspection.

Copies of the Bill and accompanying Explanatory Notes are also available for inspection and sale at the offices of Cross London Rail Links Limited, 50 Broadway, London SW1H 0RG, and at The Stationery Office Bookshop at 123 Kingsway, London WC2B 6PQ.

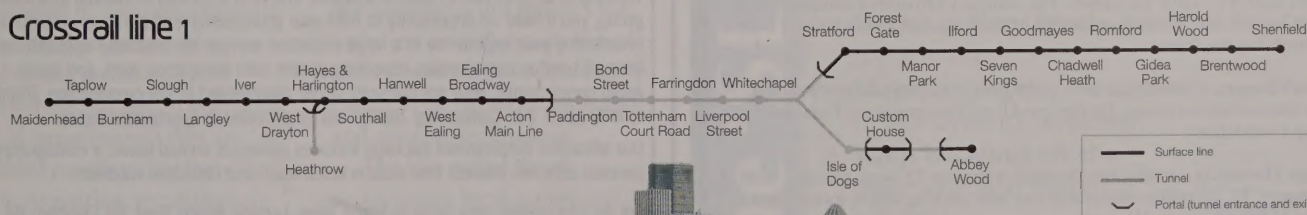
The Bill and Explanatory Notes are also available on the UK Parliament's website at www.parliament.uk. The Plans and Sections, Environmental Statement and Non-Technical Summary are available via a link from Cross London Rail Links' website at www.crossrail.co.uk and the Department for Transport's website www.dft.gov.uk.

This may affect you. If you have any questions concerning this, please contact Crossrail on 0845 602 3813 24-hours 7-days a week, e-mail helpdesk@crossrail.co.uk or write to Crossrail, Freeport NAT 6945, London SW1H 0BR

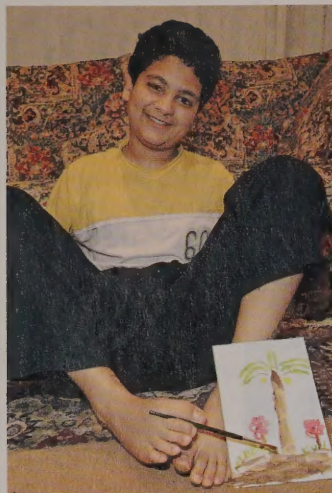
Crossrail information is also available in Arabic, Bengali, Chinese, Greek, Gujarati, Hindi, Punjabi, Somali, Turkish, Urdu and Vietnamese.

To request information about Crossrail in large print, Braille or audio cassette, please contact Crossrail at helpdesk 0845 602 3813.

Crossrail line 1



Department for
Transport Transport for London



Picture perfect: A smiling Ali Abbas shows off his creative talents after painting pictures, which have been turned into greeting cards. Ali was brought to the UK for treatment after he lost his arms during the Iraq War. Profits from his cards, which are being sold by the The Limbless Association, will be used to support other children like Ali. Call 020 8788 1777 or go to www.limbless-association.org

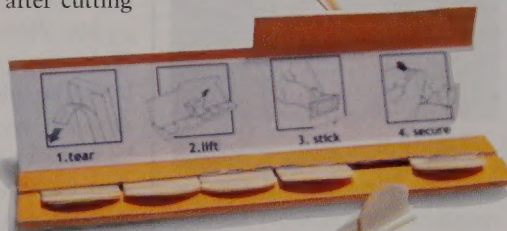
Stuck on you

A plaster that can applied with just one hand has won an inclusive design competition at the Royal College of Art (RCA).

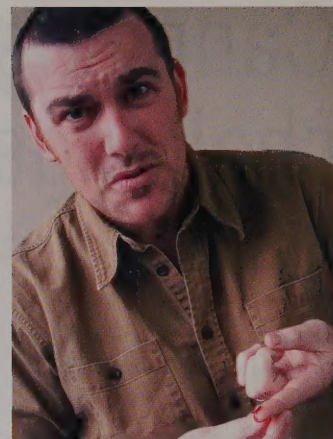
Designer Stuart May (pictured), of medical design consultancy Pearson Matthews, developed the idea after cutting his finger in his studio and finding it difficult to unwrap and apply a plaster.

"Blood was everywhere. The whole drama showed that an opportunity for a better plaster existed," he said.

Working with a group of disabled people, he and his team produced a simple, cheap product; you just pick out a plaster from the pack and place it on your skin.



A focus group of disabled people also helped with the design of another finalist invention, an easy-to-



manoeuvre vacuum cleaner called Housemate.

A spokesman for producers Rodd Industrial Design, said:

"That was our greatest learning point: you can never pre-judge anything."

The fifth Design Business Association's Inclusive Design Challenge was organised by the Helen Hamlyn Research Centre at the RCA, www.hhrc.rca.ac.uk or 020 7590 4242.



A qualified designer who is also disabled will make all the difference to the design of your accessible kitchen

Design Matters understands that access should not mean sacrificing choice, quality or value for money. The company provides a comprehensive design, supply and installation service to individuals, OTs and others with a responsibility for access.

Adam Thomas, a wheelchair user since 1981, has 20 years professional experience of access issues. He designed both kitchens at the Disabled Living Foundation.

Design Matters is a family run business with over 25 years design experience. Its accessible showroom has easy parking and is located just off the M40 at junction 3/4.

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No CVs please.

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Worldly wise workers

Marina Klemensiewicz is the executive director of an Argentine employment and training organisation for disabled people called Par Foundation. Following a visit to the UK, she says both countries can learn from each other – it isn't all one way

Last November, I was invited to a seminar on disability and human rights at the British Council in London, which was a wonderful experience for me.

I learned so much about the social model through meetings with many people including Rachel Hurst and Tara Flood of Disability Awareness in Action and DN.

In Argentina, disability is perceived as making people incapable. Disabled people have been pitied, rejected and subjected just to the medical model.

It was only in 2004 that disabled people were first counted in a national census. It found that more than two million of Argentina's people, that is seven per cent, have a disability. Sadly, the census did not evaluate living conditions.

'In Argentina, disability is perceived as making people incapable'

On all social issues, my country differs from the UK, which collects information that allows disabled people to get involved in society and work.

The difference reflects a lack of government interest and legislation to promote opportunities for disabled people.

Another distinction that amazed me was the growth in the UK of organisations that are "of" disabled people rather than "for".

In Argentina, the difference barely exists. Almost 96 per cent of our organisations work "for" disabled people but do not represent them at all. This means almost all disabled people are institutionalised here.

But there are similarities, particularly that the UK's "for"

organisations receive more money from the government, just like they do in my country.

The organisation I work for, Par Foundation, fits into the other four per cent. It is a not-for-profit organisation, which aims to fully integrate disabled people into the labour market through work, education and business programmes.

We also seek to change social attitudes through public awareness campaigns, which break down barriers based on ignorance and build the confidence of disabled workers.

Enthusied by my visit to the UK, where I saw the benefits of inclusive education and independent living, we are developing three projects.

One aims to transform Argentine education. We hope to promote "inclusive education" from the beginning with activities that build bridges between special education institutions and mainstream schools. This will be a long-term process; parents and teachers of disabled children are afraid of integration because mainstream schools are inadequate and unaware of the importance of promoting chances for them.

The second project relates to independent living; in Argentina this concept is unknown. Our intention is to design and implement direct payment schemes in the areas of personal assistance and assistive technology.

The last one is about encouraging legal action and strong campaigning in order to change legislation.

But all of these projects depend on funding; our annual budget is just £50,000. It did seem in the UK that you need a lot of money to do whatever you plan and you must pay for



Marina kneeling (centre bottom) alongside Par Foundation's president Jacqueline de las Carreras and some of its entrepreneurs

everything. In Argentina we are stronger in having the same social impact without spending so much, often through creative bargaining between organisations. Considering this, it is important that nations work

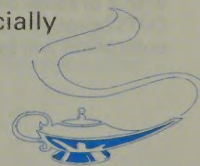
together. Argentina may be 35 years behind in disability rights, but with groups like the Par Foundation both our countries can learn from each other. www.fundacionpar.org.ar and www.empleospar.org.ar

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The Department for Work and Pensions (DWP) exists to promote opportunity and independence for all. The Department currently employs 123,000 people, has a budget of £8 billion, and pays pensions and benefits of around £110 billion per annum. On any one day up to 30% of the retail banking network in the UK is dealing with DWP originated transactions.

The Programme and Systems Delivery Group (PSD) is responsible for all of DWP's Information Technology. PSD is currently engaged in one of Europe's largest, perhaps the largest, IT and business change programmes. This programme will deliver major government welfare reform through integrated and more accessible customer service, automated processes and reliable information systems.

Head of Corporate Infrastructure Delivery

Ref: SSD/7435DN

A critical member of the Integration Management Team, this role is charged with ensuring delivery of infrastructure services meets or exceeds expectations. Providing leadership to a team of 10-20 involved in both line and project work, this role ensures that suppliers' and vendors' SLAs are both meaningful and achieved, and that the business receives continual improvement in the price and performance of infrastructure delivery services.

This is a position of full accountability for infrastructure delivery which will include responsibility for sign-off and acceptance testing of change, as well as the development of a continuously improving performance management framework.

At least 7 years in a relevant support environment in a complex mainframe to desktop environment is expected, along with substantial evidence of SLA management and delivery in complex IT environments including messaging and middleware.

Senior IT Architects

Ref: SSD/7437DN

3 Senior IT Architects are needed within the CTO's team. Collectively the Architecture team owns the architectures for data; information; applications; infrastructure; security; integration and channels; development and services. The team works closely with Business Unit IS Directors and their architecture teams, providing expert IT guidance and leadership to ensure compliance with Enterprise IT Architecture, technology standards, policies and methods.

IT Architects will work with industry "thought leaders" and suppliers to keep abreast of latest developments and will focus on a broad range of technology environments including MVS, VME, UNIX, and Microsoft. They will focus on multi-channel architectures including multiple devices and multiple business channels.

Roles in Architecture will require a robust Computer Science degree with a breadth of practical experience gained at least over 7 years. COTS experience and middleware experience in large scale enterprises will be important.

Head of Integration Management

Ref: PRB/7434DN

A pivotal role in Service Delivery designed to focus on application portfolio management including application integration planning, investment prioritisation, and unit cost measurement. The function is also responsible for end to end Application Release planning, end to end testing, and QA. The role works closely with Service Delivery to ensure corporate infrastructure projects are successfully delivered.

Leading a team of 50 IT professionals, the role demands exceptional leadership and vendor management skills and rests on a framework designed to focus on continuous improvement in performance. Graduate calibre with ITIL, PRINCE and SSADM skills, candidates should have at least 7 years experience in large scale applications portfolio and release management.

Head of Application Integration Planning

Ref: PRB/7436DN

The Head of Application Integration Planning is responsible for ensuring that application integration planning practices are fully aligned with realising business goals. The team is responsible for managing the application integration planning framework and maintaining the Application framework itself to ensure ongoing management and maintenance are optimal.

Working with the business to ensure change requests are assessed for impact, this is a vital functional group which ensures that systems remain fit for purpose and maximally flexible for the future. This is also a proactive function responsible for advising project teams productively and in a timely fashion on the impact of change.

Graduate systems engineer with exposure to EFQM and RAD, candidates should have at least 7 years experience in enterprise level application integration. Fully conversant with applications development methodologies and processes, some experience of J2EE technologies would be useful.



Programme and Systems Delivery Group

DWP

Department for Work and Pensions

All the roles detailed will demand a set of technical and personal skills and competencies of the highest order. PSD needs individuals who are action-oriented and will lead by example and personal commitment. Clearly a focus on value for money outcomes is critical, coupled with the intellectual rigour and breadth to challenge productively where appropriate. PSD encourages an open dialogue where proactive ideas generation is welcomed and encouraged, particularly where the outcomes of successful innovation can have such dramatic impact. The scale of this change programme is so large, the complexity will challenge the very best. If you are looking for an opportunity to develop unparalleled levels of experience to drive your career, there can be few better than with DWP/PSD at present.

Head of Security Architecture

Ref: SSD/7441DN

Clearly a critically important role in the IT Architecture team, the job is responsible for the development, maintenance, and communication of the Enterprise level Security Architecture for DWP. This will also encapsulate the definition of security standards as well as the governance structures around the Enterprise IT Architecture. The role is also accountable for providing security architecture guidance to operators and suppliers.

The post-holder will provide expert guidance to business unit architecture teams and lead in the design, development and deployment of security architecture solutions helping to shape the strategic direction of the Enterprise Architecture.

Graduate in Computer Science with an MSc in Information Security highly desirable. At least 7 years professional experience including experience up to BS7799.

Business Unit Heads of IS/IT Strategy & Architecture

Ref: FMM/7446DN

There are four Business Unit Heads of IT Strategy & Architecture available in DWP. These roles will report to the IS Director and are vital members of the IT leadership team. Each role is accountable for providing leadership to business unit programmes and projects by ensuring that agreed IS and IT strategies and supporting policies and disciplines are adhered to, and that departmental and business unit strategic goals and financial objectives are optimised.

Each role ensures that the departmental data; information; application; infrastructure; security; integration and channels; and development and services architectures are consistent with the Enterprise level and that the strategic IT direction is fully communicated through the business unit and across the enterprise.

Candidates should be graduates and have experience with Enterprise Architecture frameworks such as Zachman, TOGAF etc. A broad range of environment expertise will be important with at least 7 years professional experience encompassing strategic formulation utilising COTS packages and middleware. Exposure to Enterprise level scale and complexity is vital.

Head of IT Innovation

Ref: SSD/7438DN

A key member of the CTO's team, this role leads the Corporate IT Innovation Centre, charged with the management and conduct of business concept innovation, and associated feasibility exercises. Working closely with the vendor community and the Heads of IT Strategy and Architecture, this role is focused on determining new and relevant technologies for DWP to weave into its operational processes to measurable business benefit.

With robust academic and business qualifications, this role blends business insight with technical discovery demanding excellent modelling skills and commercial judgement. Significant experience of managing IT Innovation projects or groups will be vital, coupled with a track record of commercial impact.

Full details of the terms and conditions for all appointments and how to apply can be requested from our London Response Centre by email or by telephone quoting the relevant reference(s).

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We are seeking to fill the following positions:

Network Manager 36 hrs/wk:

The successful applicant will need to:

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- Have experience in the statutory or Voluntary Sector;
- Have detailed knowledge and experience of disability issues.
- Have good interpersonal skills;
- Be able to manage budgets;

Salary in range £28,410 - £32,770 per annum plus Outer Fringe Allowance.

Support and Empowerment worker (Focus Group Development worker) 36 hrs/wk

We are looking for someone with excellent interpersonal skills who is organized, energetic, responsible and computer literate.

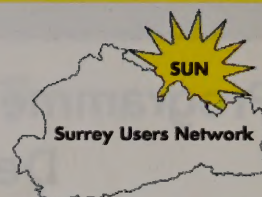
Some of your tasks will include

- meeting preparation with users
- user consultation
- organising and presenting training
- information sharing and marketing

Supporting and empowering people must be at the heart of what you do.

Salary in range £23,313 - £24,708 plus outer fringe allowance

For enquiries and/or an application pack please tel/minicom **01483 456 558**. Closing date: **4.30 p.m. 23 March 2005**. Committed to Equal Opportunities. Applications from Disabled People are encouraged.



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Our vision is to promote the arts at the heart of national life, reflecting England's rich and diverse cultural identity. We believe that the arts have the power to transform lives and communities, and create opportunities for people throughout the country.

Trainee Administrator, Visual Arts and Literature EMO53

18 months fixed term contract

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We now seek a disabled person to train as an Administrator for 18 months, learning the processes of arts administration. The successful applicant will work in our Visual Arts and Literature department and there will also be placements to other arts organisations. Skills in arts administration will be developed which will enable the trainee to seek employment in the arts on completion of the contract.

Applicants must have some relevant work experience, demonstrable administrative skills, effective communication skills and a commitment to equal opportunities. Occasional out of hours work is required. Consideration will also be given to candidates who wish to undertake the post part-time and extend the period of contract.

This post is reserved for disabled people under the provisions of The Disability Discrimination Act 1995

Closing date is 5pm on 4 April 2005

Interviews will be held in Nottingham in April

For more info please visit our website www.artscouncil.org.uk or contact us on jobs.em@artscouncil.org.uk or 0115-989-7523 if you require the information in an alternative format.

Arts Council England is committed to equal opportunities in recruitment and employment. We welcome applications from people from ethnic minorities who are currently under represented in our organisation.



INVESTOR IN PEOPLE

DEADLINE

Disability Now April 2005 published

26 March. Classified deadlines:

Booking: 11 March. Copy: 15 March.

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Programme and Systems Delivery Group

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The Department for Work and Pensions (DWP) exists to promote opportunity and independence for all. The Department currently employs 123,000 people, has a budget of £8 billion, and pays pensions and benefits of around £110 billion per annum. The Programme and Systems Delivery Group (PSD) is responsible for all of DWP's Information Technology. PSD is currently engaged in one of Europe's largest, perhaps the largest, IT and business change programmes. This programme will deliver major government welfare reform through integrated and more accessible customer service, automated processes and reliable information systems.

Critical to the success of PSD is the appointment of key personnel who will drive through sourcing, procurement, commercial management and strategic partnering with suppliers of products and services. PSD needs individuals who are action-oriented and have the intellectual rigour to change and innovate productively.

Head of Strategic Partner Management

Ref: SDM/7429DN

Responsible for monitoring and assessing IT suppliers and markets in line with the Department's strategy, this role has responsibility for contracts to the value of c.£250 million per annum. Leading partner supplier identification and selection, the post holder will work to incentivise suppliers to achieve greater than planned results to the benefit of the Department. He/she will also be responsible for managing supplier performance which falls below standard.

Proficient in the preparation and monitoring of budgets and in techniques for the monitoring of the commercial aspects of ICT contracts, the successful candidate will lead service review meetings with partners and members of the Department to ensure the quality of service is maintained and improved. At least 7 years experience in an ICT senior management role is sought and a public/private sector mix would be ideal. A proven track record in successful partner selection and management in relation to the supply of ICT is a prerequisite.

Head of Sourcing Strategy

Ref: SDM/7430DN

This position has key accountability for setting the Department's strategy for working with suppliers to deliver the best IT solutions. The post holder will work with Business Unit Managers to assess requirements for IT products/services, to determine the overall sourcing strategy and to develop, maintain and execute it. He/she will help to drive the Department towards intelligent sourcing, identifying new sourcing opportunities and communicating these to the businesses.

Suitable applicants will have a proven track record in constructing contracts and sourcing arrangements that delivered planned benefits in a complex supplier environment. Good analytical skills will be required to effect comparison of ICT products against specific criteria and then to design the best solution given the business needs. At least 7 years experience in the ICT industry with substantial experience in a sourcing role is essential. Experience of deals with Government clients is preferred.

Legal and Contractual Director

Ref: SDM/7431DN

Managing a mixed internal and external team of 15, this role will be accountable for aligning the Department's ICT procurement policy with its business requirements, financial strategy and technical standards. As such, the post holder will be responsible for the operational and economic performance of the strategic sourcing function and for its continuous improvement. This will involve defining procurement standards and policies and ensuring their deployment in relation to all technology procurement matters, hardware and software.

A key responsibility is to identify opportunities through which greater value may be extracted from existing contracts or new products/services. Suitable applicants will have at least 7 years experience in IT procurement and preferably be a member of the Chartered Institute of Purchasing & Supply. Expertise in the economics of service delivery, product evaluation and selection, and advanced procurement techniques is sought.

Head of Strategic Commercial Management

Ref: SDM/7432DN

This role requires the construction and development of an ICT infrastructure for the Department in accordance with industry best practice. The structure will require flexibility in partner selection and service acquisition in response to changing business priorities. Working closely with the Head of Legal/Contract Management to develop contractual architecture to support the infrastructure, the post holder will assist in commercial negotiations with suppliers.

He/she will be accountable for all facets of the creation, development and implementation of the commercial management infrastructure including operational and economic targets, an authority/delegation framework and education/training. The successful candidate will also represent the Department in discussions about emerging commercial models with Government and the EU. Candidates will have at least 7 years experience of large negotiations for ICT supply and will be proficient in the relevant legislation and industry standards.

The Department for Work and Pensions is an equal opportunities employer.



To download an information pack with details of how to apply, please visit www.odgers.com/dwp2.

If you are unable to access the internet, please telephone our London Response Centre on 020 7529 1016 or email: response.manager@odgers.com.

Enquiries to Stuart Morton on 020 7529 3943.

Closing date for applications: Wednesday, 30th March 2005

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Support for disabled people

If you have a disability or health condition that affects your chances of finding or keeping a job, ask to see a Disability Employment Adviser. Disability Employment Advisers are based in Jobcentre Plus offices and Jobcentres and offer a wide range of advice and support. They can help you find a job, or stay in work if you are already employed.



The specialist service that Disability Employment Advisers provide, includes:

- advice on finding and keeping a job
- information on training
- support with benefit entitlement and programmes like New Deal, and
- advice on employing disabled people.

Contact your local Jobcentre Plus office or Jobcentre for further information.

www.jobcentreplus.gov.uk



Including Jobcentres and social security offices

Thurrock Independence Resource Centre (TIRC)

An Independence Resource Centre is opening in March 2005 at the new Independence Resource Centre Building in Grays. It will contain a dedicated accessible area for members of the public who will be able to visit to obtain information and advice on matters relating to Disability and Impairment.

The TIRC wishes to appoint a number of people to fulfil the following duties.

Office Administrator

This person will ensure all aspects of administration and finance of the TIRC and its associated projects are kept up-to-date in conjunction with disabled people and users who will be involved wherever feasible and deemed appropriate.

Office Assistant

This person will provide a backup delivery and support the Office Administrator

Direct Payments Trainee (Volunteer)

This person will work alongside a Direct Payment expert and shadow him/her, the aim is that the volunteer, after some months of training, will be able to obtain paid employment as a Direct Payments advisor.

Personal Assistants shadow Trainee (Volunteer)

This person will work alongside an expert and shadow him/her, the aim is that the volunteer, after some months of training and developing the post, will be able to obtain paid employment as a Personal Assistants advisor.

Telephone Advice Line Shadow Trainee (Volunteer)

A telephone advice service will be established which will provide up to date information on disability matters. This will be linked to other advice centres throughout the South East Region so that a full eight hours service Monday to Friday can be provided in Thurrock.

Position statement.

TIRC is dedicated to providing information and service to disabled people that will in turn enable them to increase their personal independence. People with impairments are encouraged to apply for the above posts. For an application pack or informal discussion about any of the posts please telephone 01375 389864 or email tdn@freeuk.com
Closing date: 21st March Thurrock Independence Resource Centre, West Street, Grays, RM17 6XP.

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If you would like more information on any of these roles please do not hesitate to contact Brian or Sylvia in the Personnel team at Mission Care on: **020 8289 7935** or Email personnel@missioncare.org.uk

Closing date 31 March 2005

scope About cerebral palsy.
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PC Support Analyst

£23,443 to £26,145 (incl. London Weighting)
Islington, North London

This post is reserved for disabled people only.


We are looking for a person who can provide a PC software and hardware support service to computer users in Scope. This will include some site visits to remote offices in England & Wales. You will need to have proven skills in supporting Windows XP PCs & peripherals in a Windows NT/2000/2003 environment. Communications skills and a commitment to quality are the other prerequisites. The job offers plenty of variety in a friendly working environment, and the opportunity to contribute to achieving major social change.

Email: it.jobs@scope.org.uk with "PC Support Analyst" in the title of your email.

Closing Date for completed applications: 21st March 2005

Applicants must complete the standard application form which will be mailed to you on receipt of your email.

We are committed to equal opportunities and we encourage applications from disabled people. Find out more about us at www.scope.org.uk

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